DOCUMENT RESUME

ED 455 860 JC 010 535

TITLE	Executive Compensation in the California Community Colleges, 2000-2001.
INSTITUTION	California Community Colleges, Sacramento. Office of the Chancellor.
PUB DATE	2001-07-00
NOTE	13p.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Administrators; *Community Colleges; *Compensation (Remuneration); *Educational Administration; Income; Institutional Administration; Operating Expenses; *Salaries; Two Year Colleges; Wages
IDENTIFIERS	*California Community Colleges

ABSTRACT

The Chancellor's Office of the California Community Colleges, in compliance with the State Legislature's requirements, issues a yearly report detailing executive compensation in the community colleges. There are three major organizational configurations in the state: (1) 20 multi-college districts administered by chancellors; (2) 56 colleges in multi-college districts administered by presidents; and (3) 52 single colleges in single-college districts administered by superintendent/presidents as chief executive officers. In the multi-college districts, the highest total compensation for a chancellor is $220,063 in the Peralta Community College District, while the lowest in the area is $122,100 in the Yosemite Community College District; the average is $164,818. The highest compensation for a president in a multi-college district is $167,284 at Los Angeles Southwest College, while the lowest is $89,000 at San Diego City College; the average is $124,872. The highest compensation for a superintendent/president of a single-college district is $211,586 at the San Francisco Community College District, while the lowest is $108,000 at Feather River College; the average salary is $137, 905. This report looked at 72 districts and 108 accredited colleges in the compilation of its data. (NB)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ED 455 860

Executive Compensation

in the

California Community Colleges

2000-2001

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
X This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
T. Nussbaum
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

July 2001

Chancellor's Office
California Community Colleges

TC 010535

BEST COPY AVAILABLE

Members of the Board

George T. Caplan
Los Angeles

Brian E. Conley
Santa Ana

Amy B. Dean
San Jose

Phillip J. Forhan
Fresno

Antonia Hernandez
Los Angeles

Julie Korenstein
Tarzana

Thomas F. Kranz
Los Angeles

Richard H. Leib
Solana Beach

Melba Muscat[illegible]as
Orinda

Irene M. Menegas
Pleasant Hill

Robert L. Moore
Los Angeles

Matthew D. Roy
Sacramento

Patricia G. Siever
Culver City

Catherine L. Unger
Los Angeles

Leslie Wang
Stockton

Officers of the Board

Richard H. Leib, *President*
Patricia G. Siever, *Vice President*

Phillip J. Forhan, *CPEC Representative*
Catherine L. Unger, *CPEC Alternate*

Office of the Chancellor

Thomas J. Nussbaum
Chancellor

Ralph Black
General Counsel

Christopher L. Cabaldon
Vice Chancellor for
Policy, Planning, and External Affairs

Gus Guichard
Vice Chancellor for Human Resources

Donna Hoenig-Couch
Board Liaison and Special Advisor to the Chancellor

Judith R. James
Vice Chancellor for
Student Services and Special Programs

Patrick J. Lenz
Executive Vice Chancellor

Victoria P. Morrow
Vice Chancellor for
Educational Services and Economic Development

Executive Compensation

in the

California Community Colleges

2000-01

July 2001

Chancellor's Office
California Community Colleges
1102 Q Street
Sacramento, CA 95814-6511

Table of Contents

Preface ..... *i*

Compensation of Chief Executives in the
California Community Colleges (*2000-01*) 1

California Community Colleges (*Three-Year Comparison*) 3

Summary of Compensation for Chief Executives
California Community Colleges (*1998-99 to 2000-01*) 7

Designated Compensation for
California Community Colleges
Chancellor's Office Executive Staff (*Three-Year Comparison*) 9

Preface

The California Postsecondary Education Commission (CPEC) is required by the Legislature to annually produce a report entitled, *Executive Compensation in California's Public Higher Education,* which has information on the compensation earned by the chief executives in the California State University and the University of California. The report also includes the salaries of the executive staffs of the two systems. The California Community Colleges Chancellor's Office asked that CPEC include information on chancellors and presidents in the community college system, as well as the salaries of the chancellor's executive staff.

The information in this report was developed from surveys sent on *March 3, 2001*, to chancellors and presidents within the California Community Colleges. It is important to remember that there are at any time some interim positions and some new hires in which contracts are re-negotiated. This report is shared with the Board of Governors, CPEC, local trustees, chief executive officers, and any other interested parties who may have a need for the information. It displays three years' worth of data for chief executive officers of the California Community Colleges and for the Chancellor's Office executive staff.

We wish to thank Vera Weise and Channing Yong who are responsible for the information and provided the brief analysis. Technical questions regarding the data may be directed to Channing Yong in the Research and Analysis Unit at (916) 327-5883.

Patrick J. Lenz
Executive Vice Chancellor

Compensation of Chief Executives in the California Community Colleges

2000-01

The information on executive compensation was collected from surveys sent directly to chancellors and presidents of the California Community Colleges. The total compensation of these chief executives include their annual base salaries and a stipend possession of a doctoral degree.

Among the community colleges are found three main organizational arrangements. The complexity and breadth of responsibility for the chief executive officers varies between these different organizational structures. The three major organizational configurations are:

- 20 multi-college districts administered by chancellors;
- 56 colleges in multi-college districts administered by presidents; and,
- 52 single colleges in single-college districts administered by superintendent/presidents as chief executive officers.

Because of the differences in organizational structure among the community colleges and the variations in the chief executives' responsibilities, the information is presented for three groups of chief executives (corresponding to the three organizational arrangements found among the community colleges). We looked at 72 districts and 108 accredited colleges.

Chancellors of Multi-College Districts: The highest total compensation for a chancellor of a multi-college district is $220,063 in the Peralta Community College District. The lowest compensation for a chancellor in this area is $122,100 in the Yosemite Community College District. The average compensation for the 20 chancellors of multi-college districts is $164,818.

College Presidents in Multi-College Districts: The total compensation of the 56 presidents of individual colleges within multi-college districts range from $89,000 at San Diego City College to $167,284 at Los Angeles Southwest College. The 56 college presidents average total compensation is $124,872.

Superintendents/Presidents of Single-College Districts: The highest compensation received by a superintendent/president is $211,586 at the San Francisco Community College District. The lowest compensation of $108,000 is received by the superintendent/presidents at Feather River College. The average compensation for the 52 superintendent/presidents is $137,905.

California Community Colleges

Three-Year Comparison

District/College	1998-99	1999-00	2000-01
Allan Hancock	$107,245	$121,478	$127,912
Antelope Valley*	112,284	117,241	120,256*
Barstow	100,000	108,938	108,937
Butte-Glenn	114,242	127,568	149,340
Cabrillo	116,055	137,589	147,220
Cerritos*	142,361	151,000	129,000*
Chabot-Las Positas	149,640	154,061	173,013
Chabot	114,192	121,524	133,380
Las Positas	116,600	123,800	135,840
Chaffey	124,000	152,234	160,500
Citrus	140,000	149,613	148,625
Coast	138,750	150,000	156,255
Coastline	108,072	111,315	118,552
Golden West	108,072	109,432	118,522
Orange Coast	106,293	109,432	116,599
Compton	100,000	110,000	140,000
Contra Costa	158,514	184,343	195,404
Contra Costa	136,024**	124,804	142,276
Diablo Valley	117,484	124,804	135,561
Los Medanos	117,484	124,804	135,561
Copper Mountain			121,000
Desert (College of)	117,540	126,751	134,356
El Camino	138,500	150,500	154,127
Feather River	99,216	103,000	108,000
Foothill-DeAnza	144,165	144,165	164,491
DeAnza	119,639	119,639	137,410
Foothill	119,639	119,639	137,410
Fremont-Newark/Ohlone	132,476	141,980	154,758
Gavilan	104,000	108,000	112,000
Glendale	127,500	133,000	141,500
Grossmont-Cuyamaca	138,000	148,105	158,472
Cuyamaca	116,433	120,588	128,944
Grossmont	116,433	120,807	120,508
Hartnell	108,678	123,065	117,065
Imperial	110,000	113,300	115,300
Kern	133,576*	135,000	147,150
Bakersfield	107,751	109,907	115,402
Cerro Coso	102,339	103,183	108,342
Porterville	101,160	101,160	108,342
Lake Tahoe	99,227	114,000	120,943
Lassen	96,000*	138,000	144,900

* Interim or Acting

Three-Year Comparison (*Continued*)

District/College	1998-99	1999-00	2000-01
Long Beach	$142,125	$144,129	$144,129
Los Angeles	140,000*	165,000	180,466
East Los Angeles	109,190	121,259	126,308
Los Angeles City	102,418	121,259	128,583
Los Angeles Harbor*	109,189*	103,272*	126,308
Los Angeles Mission*	110,000	107,023*	126,308
Los Angeles Pierce108,329*		121,259	128,583
Los Angeles Southwest*	110,547*	121,259*	167,284
Los Angeles Trade-Tech.	107,913	119,115	107,575
Los Angeles Valley	110,123	121,259	128,583
West Los Angeles	104,962*	121,259	109,512
Los Rios	153,591	161,854	166,147
American River	121,180	126,911	133,514
Cosumnes River	119,052	124,704	131,192
Sacramento City	122,243	126,911	133,514
Marin (College of)	117,000	123,200	129,500
Mendocino-Lake	101,872	113,282	122,344
Merced	110,032	113,804	132,746
MiraCosta	125,233	137,638	154,120
Monterey Peninsula	115,632	123,101	135,275
Mt. San Antonio	142,044	151,250	157,428
Mt. San Jacinto	96,000*	124,200	131,863
Napa Valley	125,328	120,000	130,740
North Orange	139,930	165,000	165,000
Cypress	103,164	108,322	117,909
Fullerton	103,164	108,322	122,984
Palo Verde	100,000	101,500	115,000
Palomar	131,201	168,552	169,200
Pasadena	127,828	135,561	135,560
Peralta	179,500	186,200	220,063
Alameda	109,012	113,431	120,018
Laney	108,400	113,431	129,923
Merritt	112,161	113,431	120,018
Vista	97,771	113,431	120,018
Rancho Santiago	136,500	151,389	161,835
Santa Ana College	112,128*	115,421	117,175
Santiago Canyon			117,175
Redwoods (College of the)	129,554	116,054	116,054
Rio Hondo	128,000	131,610	140,170
Riverside	145,129	145,129	165,000
San Bernardino	136,408	141,046	153,340
Crafton Hills	108,466	110,934	120,000
San Bernardino Valley	108,000	118,294	122,500

* Interim or Acting

Three-Year Comparison (*Continued*)

District/College	1998-99	1999-00	2000-01
San Diego	$155,000	$156,209	$175,000
San Diego City	115,800	120,000	89,000
San Diego Mesa	115,800	126,596	126,596
San Diego Miramar	105,000*	110,000	118,800
San Francisco	178,002	189,140	211,586
San Joaquin Delta	125,177	129,200	135,233
San Jose-Evergreen	136,246	162,017	165,823
Evergreen Valley	116,902	112,200	126,606
San Jose City	118,967	123,700	126,606
San Luis Obispo/Cuesta	113,996	124,500	131,783
San Mateo County	128,750	135,612	153,173
Canada	110,316	103,860	122,256
San Mateo	113,628	110,676	116,448
Skyline	113,628	113,000	122,256
Santa Barbara	117,949	129,868	135,440
Santa Clarita/Canyons	122,740	156,240	175,000
Santa Monica	153,587	153,587	162,175
Sequoias (College of the)	126,905	131,867	139,779
Shasta-Tehama-Trinity	116,983	116,983	129,150
Sierra	129,752	129,450	134,170
Siskiyous (College of the)	104,424	111,259	119,860
Solano County	108,567	113,730	121,139
Sonoma County/Santa Rosa	129,394	135,812	135,027
South Orange*	150,000	152,115	159,600*
Irvine	105,269	113,572	118,308
Saddleback	101,251	108,764	115,667
Southwestern	116,904	135,000	145,000
State Center	147,792	148,000	157,235
Fresno	114,558	122,175	133,808
Reedley	114,558	122,175	133,356
Ventura County	151,794	155,437	165,228
Moorpark	116,000	123,946	131,760
Oxnard	116,000	124,000	131,760
Ventura	116,926	125,000	131,760
Victor Valley	119,000	121,441	133,000
West Hills	111,942	137,500	151,250
West Kern/Taft	97,745	99,570	131,500
West Valley-Mission	136,446*	141,905	156,569
Mission	93,516*	110,496	121,,913
West Valley	117,000	120,742	133,218
Yosemite	136,965	152,080	122,100
Columbia	105,297	118,135	122,974
Modesto Junior	105,297	118,135	122,100
Yuba	115,065	125,596	145,092

* Interim or Acting

Summary of the Compensation for Chief Executives California Community Colleges

1998-99 to 2000-01

Chancellors of Multi-College Districts

	Average	% Change	Lowest	Highest
1998-99	$144,578	7.7%	$128,750	$179,500
1999-00	$154,477	6.8%	$135,000	$186,200
2000-01	$164,818	6.7%	$122,100	$220,063

College Presidents of Multi-College Districts

	Average	% Change	Lowest	Highest
1998-99	$111,286	4.3%	$93,516	$136,024
1999-00	$116,749	4.9%	$101,160	$126,911
2000-01	$124,872	7.0%	$89,000	$167,284

Superintendents/Presidents of Single-College Districts

	Average	% Change	Lowest	Highest
1998-99	$119,891	4.9%	$96,000	$178,002
1999-00	$129,676	8.2%	$99,670	$189,140
2000-01	$137,905	6.4%	$108,000	$211,586

Designated Compensation for California Community Colleges Chancellor's Office Executive Staff

Three-Year Comparison

Position	1998-99	1999-00	2000-01
Chancellor (*Exempt*)	$149,340	$169,860	$175,520
Executive Vice Chancellor (*Exempt*)	111,180	118,524	121,988
Vice Chancellor, Administration and Fiscal Policy (*Exempt*)	101,616	108,324	———
Vice Chancellor, Legal Affairs and Contracts (*CEA*)	82,788	97,296	100,536
Vice Chancellor, Human Resources (*Exempt*)	86,472	99,696	102,016
Vice Chancellor, Educational Services and Economic Development* (*Exempt*)	94,405 IJE**	99,696 IJE**	110,697 IJE**
Vice Chancellor, Policy, Planning, and External Affairs* (*Exempt*)	91,272	96,780	111,934
Vice Chancellor, Student Services and Special Programs (*Exempt*)	99,164 IJE**	99,696	81,687
Director, Internal Operations (*CEA*)	———	80,494	83,164
Director, College Facilities and Fiscal Affairs (*Exempt*)	———	74,776	91,616
Director, Fiscal Policy (*Exempt*)	———	———	84,228
Mean Salary of Executive Staff *(Excludes Chancellor)*	$85,271	$97,254	$98,652

* Two divisions were merged into one.
** Interjurisdictional exchange agreements.

The comparison for the executives in the Chancellor's Office range from $84,228 to $175,520. There is a combination of civil service, exempt positions, and persons hired on interjurisdictional exchange agreements.